

**EPSRC - Equality Impact Assessment**

Question	Response
<b>1. Name of policy/funding activity/event being assessed</b>	Establishing a Research Centre to Secure Digital Technologies at the Periphery
<b>2. Summary of aims and objectives of the policy/funding activity/event</b>	This is part of a larger UKRI strategic investment to support, in conjunction with Innovate UK, Research and Innovation in the area of IoT Cyber security, a Tier One National threat to the UK. This Research Centre will be formed from an evolution of current PETRAS research activities.
<b>3. What involvement and consultation has been done in relation to this policy? (e.g. with relevant groups and stakeholders)</b>	Key stakeholders including government departments, UKRI leadership and UKRI partner organisations – mainly ESRC and InnovateUK.
<b>4. Who is affected by the policy/funding activity/event?</b>	UK research and innovation community in IoT
<b>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</b>	Standard monitoring frameworks for EPSRC grants will apply, alongside establishing a governance board for the Research and Innovation programme.

As a funder of research, EPSRC remain committed to attracting the best potential researchers from a diverse population into research careers. The Research Councils have together developed the ambitious [RCUK Equality, Diversity and Inclusion Action Plan](#) to outline our collective aspirations for working with the research community, and partners throughout the sector. For policy changes, funding activities and events EPSRC will aim to:

- Select venues that are accessible and where possible accommodate any specific requirement in our planning and organisation of an initiative to support wider participation.
- Offer support available for people with caring responsibilities, further details are available [here](#)
- Clearly communicate the timeline and key milestones for funding activities
- Ensure attendees have an opportunity to raise any specific requirements in advance e.g. cover letter and joining instructions
- Support for flexible working of stakeholders
- Ensure diversity of peer review assessment and interview panels
- Abide by the Principles of peer review
- Unconscious Bias training for EPSRC staff and clear guidance for assessors
- Handle personal sensitive information in compliance with General Data Protection Regulation 2018

Protected Characteristic Group	Is there a potential for positive or negative impact?	Please explain and give examples of any evidence/data used	Action to address negative impact (e.g. adjustment to the policy)
Disability	None identified		<p>The EPSRC Peer Review process incorporates a target for securing 30% under-represented gender membership on panels.</p> <p>EPSRC staff receive training in EDI and Unconscious Bias management.</p> <p>Prioritisation panellists and meeting chairs are briefed on Unconscious Bias management before every panel.</p>
Gender reassignment	None identified		
Marriage or civil partnership	None identified		
Pregnancy and maternity	None identified		
Race	None identified		
Religion or belief	None identified		
Sexual orientation	None identified		
Sex (gender)	None identified		
Age	None identified		
Additional aspects (not covered by a protected characteristic)	None identified		

**Evaluation:**

Question	Explanation / justification	
Is it possible the proposed change in policy, funding activity or event could discriminate or unfairly disadvantage people?	No factors have been identified that would have a significant impact on any potential applicant based on protected characteristics.	
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will <b>proceed</b> .	TICK	
2. You can decide to <b>stop</b> the policy or practice at some point because the data shows bias towards one or more groups		
3. You can <b>adapt or change</b> the policy in a way which you think will eliminate the bias		
4. Barriers and impact identified, however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore you are going to <b>proceed with caution</b> with this policy or practice knowing that it may favour some people less than others, providing justification for this decision.		

<b>Will this EIA be published* Yes/Not required</b> (*EIA's should be published alongside relevant funding activities e.g. calls and events:	Yes
<b>Date completed:</b>	5 November 2018
<b>Review date</b> (if applicable):	N/A

**Change log**

Name	Date	Version	Change
Miriam Dowle	5 November 2018	1	